



EMPLOYMENT TRIBUNALS

Claimant: Mr W Berry

Respondents: Alliance Healthcare Management Services Limited

This was a hybrid hearing (H). The claimant and his cousin attended the hearing in person, but the witnesses for the respondents and others attended remotely because of the current restrictions arising from Covid 19.

Heard at: Leeds

On: 29, 30, 31 March 2021,
1, 6, 7 and 8 April
2021.

Before: Employment Judge D N Jones
Mr B Roberts
Mr G Corbett

REPRESENTATION:

Claimant: Ms F Almazedi, solicitor

Respondent: Mr A Johnston, counsel

JUDGMENT

The Tribunal unanimously holds:

1. The claimant was not a disabled person during his employment. The claims for disability discrimination are dismissed.
2. The claim for harassment related to race is dismissed.
3. The claim for direct race discrimination is dismissed.
4. The claims for victimisation are dismissed.
5. The claims of being subjected to detriments for having made public interest disclosures is well founded in respect of the detriments of having been

suspended, subjected to retaliatory action and accused of insubordination and rudeness to management. They are otherwise dismissed.

6. The respondent shall pay compensation to the claimant in respect of the above detriments in the sum of £10,000 for injury to feelings inclusive of aggravated damages, plus an additional award of interest of £933.

Employment Judge Jones

Date: 8 April 2021